

THIS APPLIES TO MEMBERS IN

NEW SOUTH WALES

WAGE RATE BULLETIN NO.11

ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING AWARD 2010 NEW RATES FOR APPRENTICES

Issued: 12 December 2014.

New Apprentice Wage rates to operate from the first full pay period on or after 1 January 2015

1. Rates for indentured apprentices who commenced their apprenticeships after 1 January 2014 are to increase from **1 January 2015**.
2. Different rates will apply for first and second year apprentices who have completed year 12 and those who have not.
3. Wage Rate Bulletin No. 9 issued on 12 December 2013 noted that increases in rates of pay for apprentices who **commenced their apprenticeship after 1 January 2014** would be phased in. An initial increase of 5% of the base rate would be awarded to these apprentices. Base rates for first and second year apprentices would increase again from **1 January 2015** as follows:

	Not Completed Year 12	Completed Year 12
1st year	5%	10%
2nd year	3%	8%

4. Wage rates for apprentices who commenced their apprenticeship before 1 January 2014 and adult apprentices are unchanged from those appearing in Wage Rate Bulletin No. 10.

Members can rest assured that the rates of pay in this Bulletin have been researched thoroughly and are accurate.

Classification Structure

Members are reminded that the award features a 10 grade classification structure, which is largely based on training and skills acquisition. A table, which appears on page 2, includes a brief summary of the grades.

Further Information

Refer to the Electrical, Electronic and Communications Contracting Award 2010 (MA000025) for full details. A copy is available on our website www.neca.asn.au or by contacting NECA.

Refer to the National Employment Standards for full details. A copy is available on our website www.neca.asn.au or by contacting NECA.

This wage rate bulletin contains a summary of the major provisions of the award as provided by the decisions of the Australian Industrial Relations Commission and the Fair Work Commission. Whilst every care has been exercised in the preparation of the information contained herein, members should not rely upon the information and should seek recourse to the award.

NECA hereby expressly excludes any liability to a user for damages incurred as a result of reliance upon the information contained herein.

The employer must ensure that copies of the award and the NES are available to all employees to whom they apply either on a notice board which is conveniently located at or near the workplace or through electronic means, whichever makes them more accessible.

CLASSIFICATION DEFINITIONS

In order to assist in the classification or reclassification of employees, the following will apply:

- (a) Where the employee has the relevant qualification recognised as a minimum training requirement for the level at which the employee seeks to be classified; and
- (b) The employee is exercising or will be required to exercise the skills and knowledge gained from the qualification necessary for that level of work;
- (c) The employee must be classified appropriately.

Below is a brief summary of classification definitions. Refer to Schedule B under the Award for further information.

<p>Electrical worker grade 1 Is a labourer not otherwise provided for in this award, who is doing labouring work and employed as such.</p>
<p>Electrical worker grade 2 Is an employee who is engaged in assisting a tradesperson, provided that such assistance shall not include the work of a tradesperson.</p>
<p>Electrical worker grade 3 Works under direction and may be required to perform the work of an Electrical worker grade 2; and Inspects and tests fire alarm or security alarm equipment; or Under supervision of a tradesperson or electronics serviceperson:</p> <ul style="list-style-type: none"> ▪ installs radio, communications and related equipment including antenna; or ▪ installs fire alarm or security alarm equipment; or ▪ installs data and communication cabling.
<p>Electrical worker grade 4 Scaffolding or rigging Under minimum supervision of a tradesperson or electronics serviceperson:</p> <ul style="list-style-type: none"> ▪ installs radio, communications and related equipment including antenna; or ▪ installs fire alarm or security alarm equipment; or ▪ installs, terminates and tests data and communication cabling; or ▪ inspects and tests fire alarms or security alarm equipment beyond that of an Electrical worker grade 3.
<p>Electrical worker grade 5 Holds a trade certificate or tradesperson's rights certificate, in an electrical trade or Holds an AQF Certificate Level 3 in Electrotechnology in one of the following: systems electrician or assembly or servicing Has successfully completed an appropriate trade course or who has otherwise reached an equivalent standard of skills and knowledge in communications/electronics; or Holds an AQF Certificate Level 3 in Electrotechnology in one of the following: building services, communications, computer systems, data communications, entertainment and servicing, scanning; or Completed an appropriate instrumentation trade course; or an AQF Certificate Level 3 in Electrotechnology Instrumentation; or Holds an appropriate electrical/refrigeration/air-conditioning trade certificate; or an AQF Certificate Level 3 in Electrotechnology Refrigeration and Air-Conditioning; or Completed an appropriate trade course in linework or cable jointing, or an AQF Certificate Level 3 in Transmission Powerline or ESI Distribution Powerline; or has otherwise reached an equivalent standard of skills and knowledge.</p>
<p>Electrical worker grade 6 Electrical tradesperson level 2 Electronic/communications serviceperson level 2 Instrument tradesperson level 2 Refrigeration/air conditioning tradesperson level 2 Linesperson/cable jointer level 2</p>
<p>Electrical worker grade 7 Electrician special class Electronic/communications serviceperson special class Instrument tradesperson special class refrigeration/air conditioning tradesperson special class Linesperson/cable jointer special class</p>
<p>Electrical worker grade 8 Advanced electrical tradesperson level 1 Advanced electronic/communications serviceperson level 1 Advanced instrument tradesperson level 1</p>
<p>Electrical worker grade 9 Advanced electrical tradesperson level 2 Advanced electronic/communications serviceperson level 2 Advanced instrument tradesperson level 2 Advanced refrigeration/air-conditioning tradesperson level 2</p>
<p>Electrical worker grade 10 Advanced electrical tradesperson level 3 Advanced electronic serviceperson level 3 Advanced instrument tradesperson level 3 Advanced refrigeration/air-conditioning tradesperson level 3</p>

ADDITIONAL INFORMATION

Together, the National Employment Standards (NES) and the Modern Award set out the minimum terms and conditions of employment for all electrical employees. Brief descriptions of the more commonly referred to terms are provided below:

Full time employment: An employee cannot be required to work more than 38 hours per week plus reasonable additional hours, in the form of paid overtime.

Part time employment: A part time employee is an employee who is engaged to work on a part-time basis for a constant number of hours for less than 38 hours per week to be confirmed in writing. An employee engaged on a part-time basis will be entitled to payment in respect of annual leave, public holidays and personal/carer's leave on a proportionate basis. Overtime will apply if employees work outside of hours confirmed in writing.

Casual employment: Casual loading will increase to **25%** on 1 July 2014.

After a period of **6 months** regular service with an employer, a casual employee is entitled to convert to either full time or part time employment. Once 5 months service has been completed, an employer **must** provide written notice to a casual employee of their ability to convert to full or part time employment. The casual employee can then either accept or decline conversion, however they **must** do so within **4 weeks** of receiving the written notice from the employer. A casual employee who provides no response within the 4 week period is deemed to have declined an offer of conversion.

Absorption into Over award payments: The monetary obligations imposed on employers by this award may be absorbed into over award payments. Nothing in this award requires an employer to maintain or increase any over award payments. Strict rules apply so advice should be sought from NECA prior to entering into any formal arrangements with an employee.

All-purpose rate of pay: The weekly all-purpose rate of pay is payable for all-purposes of the award and will be included as appropriate when calculating payments for overtime, all forms of paid leave, annual leave loading, public holidays and pro rata payments on termination.

Annual leave: Full time employees are entitled to 4 weeks annual leave with pay for every 12 months of service plus 17.5% leave loading. Shift workers are entitled to an additional week of annual leave calculated on a pro rata basis (ie based upon the amount of shift work they perform).

A full time employee **accrues** annual leave at the rate of **2.923 hours per week** for every week of continuous service. A part time employee's annual leave entitlement and payment is calculated on a pro-rata basis.

Annual leave paid on termination of employment: Payment will be made for annual leave which has fallen due and for pro rata annual leave for service of less than 12 months at the rate of 1/12th of ordinary pay for that period.

Annual leave loading on termination: Leave loading is payable on leave accrued.

Community service leave: Community service is identified as either jury service or a voluntary emergency management activity with a recognised organisation (such as fire-fighting, civil defence or rescue body). An employee who engages in such activities is entitled to be absent from the time the activity commences until it ceases, however, the duration of the absence must be reasonable.

An employee must provide to an employer notice of the intended absence as soon as practicable and must also provide evidence of the absence relating to the community service being undertaken.

An employee (other than casual) is not entitled to payment during a period of community service leave, other than **Jury Service**. The entitlement to payment is for the first 10 days only.

Compassionate leave: Compassionate leave is paid leave taken for the purposes of spending time with an employee's immediate family member or member of the employee's household who has a life threatening illness or injury and/or after the death of such a person.

An employee is entitled to **2 days paid** compassionate leave for each occasion that arises.

Fair Work Information Statement:

The Fair Work Information Statement provides employees with information on workplace matters including the National Employment Standards, modern awards, agreement making, freedom of association, the role of the Fair Work Commission and the Fair Work Ombudsman, termination of employment, individual flexibility arrangements and right of entry (including the protection of personal information by privacy laws).

The Statement must be provided to any **new** employee of your business who commenced employment on or after **1 January 2010**. Nothing precludes you from distributing a copy of the statement to your existing employees. A copy of the Statement can be downloaded from NECA's website www.neca.asn.au or by contacting NECA.

Flexible working arrangements:

Employees have the right to request flexible working arrangements including seeking variations to hours of work, overtime, penalty and allowance rates and leave loading. Strict rules apply so advice should be sought from NECA prior to entering into any formal arrangements with an employee.

Meal and rest breaks:

Employees must be allowed a **rest break** of 10 minutes on each day between the time of commencing work and the usual meal break. The rest break must be counted as part of time work.

An employee, other than a shiftworker, is entitled to an unpaid **meal break** of not less than 30 minutes after every six hours worked.

Overtime:

For all work done outside ordinary hours, including work on a rostered day off (except where such rostered day off is substituted for another day), the rates of pay shall be as follows:

Monday to Friday: Time and one half for the first 2 hours and double time thereafter. Each day is "stand alone" for the purpose of calculating overtime.

Saturday: Time and one half for the first 2 hours and double time thereafter - minimum payment of 4 hours.

Sunday: Double time - minimum payment of 4 hours.

Public Holiday: Double time and one-half - minimum payment of 4 hours.

Parental Leave:

Employees shall be entitled to Parental Leave in accordance with the Fair Work Act.

Personal/ Carer's Leave:

Personal/carer's leave is a combination of paid sick leave for personal illness or injury and paid or unpaid carer's leave for the caring of an employee's immediate family member or member of the employee's household.

An employee is entitled to **10 days paid** personal/carer's leave per annum. Employees are also entitled to an additional **2 days unpaid** carer's leave on each occasion but only in circumstances where they have already used up all of their paid carer's leave entitlement.

A full time employee **accrues** personal/carer's leave at the rate of **1.462 hours per week** for each week of continuous service. A part time employee's personal/carer's leave entitlement and payment is calculated on a pro-rata basis.

Redundancy:

Transitional provision

Employers who employ 15 or more employees immediately prior to the termination of employment of employees must provide redundancy pay.

An employee whose employment is terminated by an employer is entitled to redundancy pay in accordance with the terms of the NAPSA Electrical, Electronic and Communications Contracting Industry (State) Award that **would have applied to the employee immediately prior to 1 January 2010**, if the employee had at that time been in their current circumstances of employment. This entitlement ceases to operate on 31 December 2014.

Severance Pay

Years of Service	Under 45 years of age	Over 45 years of age
Less than 1 year	Nil	Nil
1 year and less than 2 years	4 weeks	5 weeks
2 years and less than 3 years	7 weeks	8.75 weeks
3 years and less than 4 years	10 weeks	12.5 weeks
4 years and less than 5 years	12 weeks	15 weeks
5 years and less than 6 years	14 weeks	17.5 weeks
6 years and over	16 weeks	20 weeks

The NES introduced a statutory entitlement to redundancy pay for permanent employees whose employer employs 15 or more employees (including certain casual employees).

An employee is entitled to be paid redundancy pay by the employer if the employee's employment is terminated:

- (a) At the employer's initiative because the employer no longer requires the job done by the employee to be done by anyone, except where this is due to the ordinary and customary turnover of labour; or
- (b) Because of the insolvency or bankruptcy of the employer.

Employees not entitled to redundancy pay:

- (a) An employee employed for a specified period of time, for a specified task, or for the duration of a specified season.
- (b) An employee whose employment is terminated because of serious misconduct.
- (c) A casual employee.
- (d) An employee (other than an apprentice) to whom a training arrangement applies and whose employment is for a specified period of time or is, for any reasons, limited to the duration of the training arrangement;
- (e) An employee who is an apprentice.

Employee's period of continuous service with the employer	Redundancy pay period
At least 1 year but less than 2 years	4 weeks
At least 2 years but less than 3 years	6 weeks
At least 3 years but less than 4 years	7 weeks
At least 4 years but less than 5 years	8 weeks
At least 5 years but less than 6 years	10 weeks
At least 6 years but less than 7 years	11 weeks
At least 7 years but less than 8 years	13 weeks
At least 8 years but less than 9 years	14 weeks
At least 9 years but less than 10 years	16 weeks
At least 10 years	12 weeks

The reason for a reduction to 12 weeks after 10 years continuous service is because an employee receives the benefit of a long service leave payment.

If continuous service is less than a full year at any of the year levels referred to above, then a pro-rata payment will apply (refer award clause 15.6).

Termination of employment:

An employer must not terminate an employee's employment unless the employer has given the employee written notice of the day of the termination (which cannot be before the day the notice is given), except for the following employees:

- (a) An employee engaged for a specified period of time, for a specified task, or for the duration of a specified season.
- (b) An employee whose employment is terminated because of serious misconduct.
- (c) A casual employee.
- (d) An employee (other than an apprentice) to whom a training arrangement applies and whose employment is for a specified period of time or is, for any reason, limited to the duration of the training arrangement.

Notice may be given to an employee by:

- (a) Delivering it personally; or
- (b) Leaving it at the employee's last known address; or
- (c) Sending it by pre-paid post to the employee's last known address.

Where there is a valid reason for termination, the legislation requires the employer to conform to certain standards concerning minimum periods of notice for termination of employment based on the employee's age and years of service.

Employers must give an employee a minimum period of notice consistent with the table below:

Employee's period of continuous service with the employer	Period of Notice
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks
If the employee is over 45 years of age and has at least 2 years continuous service	1 additional week

If an employee is guilty of gross misconduct, they may be summarily dismissed without notice.

If you pay an employee in lieu of notice, the Act requires that such payments must include not only the all purpose hourly rate of pay, but also any allowances, loadings and penalties to which the employee would have been entitled had they worked out the notice period (eg rostered overtime, fares and travel allowance etc).

The notice of termination required to be given by an employee is the same as that required of an employer except that there is no requirement on the employee to give additional notice based on the age of the employee. If an employee fails to give the required notice, the employer may withhold from any monies due to the employee on termination, an amount not exceeding the amount the employee would have been paid in respect of the period of notice required less any period of notice actually given.

On termination of employment, wages due, including all outstanding entitlements (ie annual leave, payment in lieu of notice, redundancy pay etc) must be paid on the day of termination or forwarded to the employee by post on the next working day.

Travel time, fares and motor vehicle allowance:

Travel time: When required by the employer to start and/or cease work on the job site, all employees, except apprentices, must be paid a travel time allowance of \$5.49 per day. Apprentices must receive a travel time allowance at the rate set out in the Apprentice Wage Schedule. The allowance is to be paid for rostered days off. The allowance is **not payable** for personal/carers leave, annual leave, public holidays or when apprentices attend technical college.

Fares allowance: Employees including apprentices, required to start and/or finish work on the site and the site is between 0-50 kilometres from the depot or registered office are entitled to the fares allowance as follows:

- (a) If the employee provides own transport, \$17.87 per day
- (b) If the employee is provided with transport, free of charge, \$3.20 per day.

Excess travelling time as well as the abovementioned fares allowance is payable if the work site is beyond 50 kilometres from the depot or registered office, with a minimum payment of a quarter of an hour plus incidental expenses actually incurred other than private motor vehicle expenses in circumstances where a motor vehicle allowance is paid.

Motor vehicle allowance: Employees must be paid a motor vehicle allowance of \$0.78 per kilometre as compensation for expenses where the employee, by agreement with their employer, uses their own motor vehicle in the following cases:

- (a) For the distance of the employee's journey which is in excess of the distance of the journey between the employee's home and their workshop or depot where the employee starts and finishes work at a job away from their workshop or depot (for travel in excess of 50 kilometres); or
- (b) For the distance of the employee's journey where the employee is recalled to work overtime after leaving their employer's business; or
- (c) For the distance of the employee's journey in travelling between their workshop or depot and a job or between jobs; or
- (d) For the distance of the employee's journey in travelling to or from distant work.

	Travel Time \$5.49	Fares \$17.87	Fares \$3.20	Motor Vehicle \$0.78
Start and/or finish on the job using own vehicle	Yes	Yes	No	Refer a-d above
Start and/or finish on the job provided with transport	Yes	No	Yes	No
Start and finish at the depot or registered office	No	No	No	No
RDOs – start and/or finish on the job	Yes	No	No	No
RDOs – start and finish at depot or registered office	No	No	No	No
Apprentice at technical college	No	No	No	No
Annual leave	No	No	No	No
Personal/carer's leave	No	No	No	No
Public holidays	No	No	No	No
Proportionate leave and/or notice period on termination	No	No	No	No
Superannuation	Yes	No	Yes	No

OTHER REQUIREMENTS

Long Service Leave Act 1955: 2 months after 10 years service and one month for every five years thereafter (month means 4 1/3 weeks). Five or more years, but less than 10 years service entitles the employee to pro rata payment, if he/she is terminated by the employer (for other than misconduct), or is forced to leave the employment on account of illness, incapacity or domestic or other pressing necessity, or the employee dies. Public holidays occurring during long service leave are added to the leave.

Building and Construction Industry Long Service Payments Act 1986: Please refer to the Building and Construction Industry Long Service Payments Corporation.
Telephone 13 14 41
Facsimile 02 9287 5685
Email info@lspc.nsw.gov.au
Website www.lspc.nsw.gov.au

Superannuation: Employers must contribute 9.50% of the employee's ordinary time earnings to a complying superannuation fund from 1 July 2014. The definition of ordinary time earnings can be found on NECA's website www.neca.asn.au or by contacting NECA's Employee Relations Department.

ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING AWARD 2010

Operative from the first full pay period commencing on or after 1 July, 2014

Classification	Modern Award Rate 1.7.13	FWC Increase 3.0 %	Transition from State Award	Tool Allowance	Industry Allowance	Electricians Licence Allowance	All Purpose Weekly Wage (38 Hour Week)	All-Purpose Hourly Rate	¹ Travel Time Allowance (per day)	² Fares Allowance (per day)	³ Fares Allowance (per day)	⁴ Motor Vehicle Allowance (per km)
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Electrical Worker												
Grade 1	631.20	18.90	0.00	-	27.61	-	677.71	17.83	5.49	17.87	3.20	0.78
Grade 2	653.70	19.60	0.00	-	27.61	-	700.91	18.44	5.49	17.87	3.20	0.78
Grade 3	676.70	20.30	0.00	-	27.61	-	724.61	19.07	5.49	17.87	3.20	0.78
Grade 4	699.40	21.00	0.00	-	27.61	-	748.01	19.68	5.49	17.87	3.20	0.78
Grade 5 Unlicensed	724.50	21.70	0.00	18.31	27.61	-	792.12	20.85	5.49	17.87	3.20	0.78
Grade 5 Licensed	724.50	21.70	0.00	18.31	27.61	26.86	818.98	21.55	5.49	17.87	3.20	0.78
Grade 6	747.20	22.40	0.00	18.31	27.61	26.86	842.38	22.17	5.49	17.87	3.20	0.78
Grade 7	790.50	23.70	0.00	18.31	27.61	26.86	886.98	23.34	5.49	17.87	3.20	0.78
Grade 8	830.60	24.90	0.00	18.31	27.61	26.86	928.28	24.43	5.49	17.87	3.20	0.78
Grade 9	847.60	25.40	0.00	18.31	27.61	26.86	945.78	24.89	5.49	17.87	3.20	0.78
Grade 10	915.80	27.50	0.00	18.31	27.61	26.86	1,016.08	26.74	5.49	17.87	3.20	0.78

The weekly all-purpose rate of pay is payable for all-purposes of the award and will be included as appropriate when calculating payments for overtime, all forms of paid leave, annual leave loading, public holidays and pro rata payments on termination. The following allowances may also form part of the all-purpose rate of pay.

All purpose allowances									
Leading hand allowance:	An employee specifically appointed to be a Leading Hand must be paid the undermentioned additional amounts above the rates of the highest classification supervised, or their own rate, whichever is the highest, in accordance with the number of employees in their charge.								
	<table border="0"> <tr> <td>In charge of:</td> <td></td> </tr> <tr> <td>3 to 10 employees</td> <td>\$32.09 (per week)</td> </tr> <tr> <td>11 to 20 employees</td> <td>\$44.77 (per week)</td> </tr> <tr> <td>More than 20 employees</td> <td>\$60.44 (per week)</td> </tr> </table>	In charge of:		3 to 10 employees	\$32.09 (per week)	11 to 20 employees	\$44.77 (per week)	More than 20 employees	\$60.44 (per week)
In charge of:									
3 to 10 employees	\$32.09 (per week)								
11 to 20 employees	\$44.77 (per week)								
More than 20 employees	\$60.44 (per week)								

Rate for ordering Materials allowance:	An allowance of \$14.92 must be paid to an employee when left in charge of a job which is of a duration of one week or more , and is required to order materials for a job on which two employees (including the person receiving the extra payment) are engaged. For periods shorter than four days, a minimum payment of \$2.98 per day must be paid. <i>This allowance is not payable if the employee is receiving the leading hand allowance.</i>
Nominee allowance:	An electrical mechanic who holds the relevant State electrical licence and acts as a nominee for an electrical contractor must be paid an additional all-purpose allowance of \$68.65 per week .
Electrical distribution line maintenance and tree clearing allowance:	An allowance of \$57.46 per week must be paid to employees engaged on tree clearing and work associated with the maintenance of electrical distribution lines.

Fares and Travel Allowances

¹ Travel time allowance:	When required by the employer to start and/or cease work on the job site, employees must be paid an allowance of \$5.49 for each day on which they present themselves for work. The allowance must also be paid for rostered days off.
² Fares allowance:	When required by the employer to start and/or cease work on the job site, employees are entitled to the following as appropriate: <ul style="list-style-type: none"> (i) When the job site is situated up to 50 kilometres from the employer's registered office or depot(s) and provides own transport, an amount of \$17.87 per day. (ii) Where the job site is situated more than 50 kilometres from the employer's registered office or depot(s) and provides own transport, the amount per day for the first 50 kilometres (\$17.87) plus a payment for travelling time in excess of 50 kilometres with minimum payment of a quarter of an hour, plus payment for incidental expenses actually incurred other than private motor vehicle expenses in circumstances where a motor vehicle allowance is paid.
³ Fares allowance:	When required by the employer to start and/or cease work on the job site and the employer offers to provide transport free of charge, whether from the employee's home or the employer's registered office or depot(s) an amount of \$3.20 per day plus a payment for travelling time in excess of 50 kilometres with minimum payment of a quarter of an hour .
⁴ Motor vehicle allowance:	An employer must pay an employee a motor vehicle allowance of \$0.78 per kilometre as compensation for expenses where the employee, by agreement with their employer, uses their own motor vehicle in the following cases: <ul style="list-style-type: none"> (i) For the distance of the employee's journey which is in excess of the distance of the journey between the employee's home and their workshop or depot where the employee starts and finishes work at a job away from their workshop or depot (for travel in excess of 50 kilometres); or (ii) For the distance of the employee's journey where the employee is recalled to work overtime after leaving their employer's business; or (iii) For the distance of the employee's journey in travelling between their workshop or depot and a job or between jobs; or (iv) For the distance of the employee's journey in travelling to or from distant work.

ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING AWARD 2010

APPRENTICES

Commenced Apprenticeship PRIOR to 1 January, 2014

Classification	Relativity	Weekly Rate	Tool Allowance	Industry Allowance	Electricians Licence Allowance	All-Purpose Weekly Wage (38 Hour Week)	All-Purpose Hourly Rate
Indentured Apprentice		\$	\$	\$	\$	\$	\$
1 st year	40%	298.50	18.31	11.04	10.75	338.60	8.91
2 nd year	52%	388.00	18.31	14.36	13.97	434.64	11.44
3 rd year	70%	522.30	18.31	19.33	18.80	578.74	15.23
4 th year	82%	611.90	18.31	22.64	22.03	674.88	17.76

¹ Travel Time Allowance (per day)	² Fares Allowance (per day)	³ Fares Allowance (per day)	⁴ Motor Vehicle Allowance (per km)
\$	\$	\$	\$
2.20	17.87	3.20	0.78
2.85	17.87	3.20	0.78
3.84	17.87	3.20	0.78
4.50	17.87	3.20	0.78

Classification	Relativity	Weekly Rate	Tool Allowance	Industry Allowance	Electricians Licence Allowance	All-Purpose Weekly Wage (38 Hour Week)	All-Purpose Hourly Rate
Trainee Apprentice		\$	\$	\$	\$	\$	\$
1 st year	46%	343.30	18.31	12.70	12.36	386.67	10.18
2 nd year	59%	440.30	18.31	16.29	15.85	490.75	12.91
3 rd year	77%	574.60	18.31	21.26	20.68	634.85	16.71
4 th year	86%	641.70	18.31	23.74	23.10	706.86	18.60

¹ Travel Time Allowance (per day)	² Fares Allowance (per day)	³ Fares Allowance (per day)	⁴ Motor Vehicle Allowance (per km)
\$	\$	\$	\$
2.53	17.87	3.20	0.78
3.24	17.87	3.20	0.78
4.23	17.87	3.20	0.78
4.72	17.87	3.20	0.78

Commenced Apprenticeship ON OR AFTER 1 January, 2014

Apprentice (under 21 years of age) Not Completed Year 12

Classification	Relativity	Weekly Rate	Tool Allowance	Industry Allowance	Electricians Licence Allowance	All-Purpose Weekly Wage (38 Hour Week)	All-Purpose Hourly Rate
Indentured Apprentice		\$	\$	\$	\$	\$	\$
1 st year	50%	373.11	18.31	13.80	13.43	418.64	11.02
2 nd year	60%	447.71	18.31	16.57	16.12	498.71	13.12
3 rd year	70%	522.30	18.31	19.33	18.80	578.74	15.23
4 th year	82%	611.90	18.31	22.64	22.03	674.88	17.76

¹ Travel Time Allowance (per day)	² Fares Allowance (per day)	³ Fares Allowance (per day)	⁴ Motor Vehicle Allowance (per km)
\$	\$	\$	\$
2.47	17.87	3.20	0.78
3.13	17.87	3.20	0.78
3.84	17.87	3.20	0.78
4.50	17.87	3.20	0.78

Apprentice (under 21 years of age) Completed Year 12

Classification	Relativity	Weekly Rate	Tool Allowance	Industry Allowance	Electricians Licence Allowance	All-Purpose Weekly Wage (38 Hour Week)	All-Purpose Hourly Rate
Indentured Apprentice		\$	\$	\$	\$	\$	\$
1 st year	55%	410.41	18.31	15.19	14.77	458.68	12.07
2 nd year	65%	485.03	18.31	17.95	17.46	538.75	14.18
3 rd year	70%	522.30	18.31	19.33	18.80	578.74	15.23
4 th year	82%	611.90	18.31	22.64	22.03	674.88	17.76

¹ Travel Time Allowance (per day)	² Fares Allowance (per day)	³ Fares Allowance (per day)	⁴ Motor Vehicle Allowance (per km)
\$	\$	\$	\$
2.47	17.87	3.20	0.78
3.13	17.87	3.20	0.78
3.84	17.87	3.20	0.78
4.50	17.87	3.20	0.78

Classification	Relativity	Weekly Rate	Tool Allowance	Industry Allowance	Electricians Licence Allowance	All-Purpose Weekly Wage (38 Hour Week)	All-Purpose Hourly Rate
Trainee Apprentice		\$	\$	\$	\$	\$	\$
1st year	46%	343.30	18.31	12.70	12.36	386.67	10.18
2nd year	59%	440.30	18.31	16.29	15.85	490.75	12.91
3rd year	77%	574.60	18.31	21.26	20.68	634.85	16.71
4th year	86%	641.70	18.31	23.74	23.10	706.86	18.60

¹ Travel Time Allowance (per day)	² Fares Allowance (per day)	³ Fares Allowance (per day)	⁴ Motor Vehicle Allowance (per km)
\$	\$	\$	\$
2.53	17.87	3.20	0.78
3.24	17.87	3.20	0.78
4.23	17.87	3.20	0.78
4.72	17.87	3.20	0.78

Adult Apprentice (21 years of age and over at the time of commencing their apprenticeship)

Classification	Relativity	Weekly Rate	Tool Allowance	Industry Allowance	Electricians Licence Allowance	All-Purpose Weekly Wage (38 Hour Week)	All-Purpose Hourly Rate	¹ Travel Time Allowance (per day)	² Fares Allowance (per day)	³ Fares Allowance (per day)	⁴ Motor Vehicle Allowance (per km)
Adult Apprentice		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 st year	80%	596.96	18.31	22.09	21.49	658.85	17.34	4.39	17.87	3.20	0.78
2 nd year	EW1	650.10	18.31	24.02	23.37	715.80	18.84	4.78	17.87	3.20	0.78
3 rd year	EW1	650.10	18.31	24.02	23.37	715.80	18.84	4.78	17.87	3.20	0.78
4 th year	EW1	650.10	18.31	24.02	23.37	715.80	18.84	4.78	17.87	3.20	0.78

Fares and Travel Allowances – Applies to all apprentices

¹ Travel time allowance:	When required by the employer to start and/or cease work on the job site, apprentices must be a proportion of the \$5.29 travel time allowance each day on which they present themselves for work. The allowance must also be paid for rostered days off.
² Fares allowance:	When required by the employer to start and/or cease work on the job site, employees are entitled to the following as appropriate: (i) When the job site is situated up to 50 kilometres from the employer's registered office or depot(s) and provides own transport , an amount of \$17.87 per day . (iii) Where the job site is situated more than 50 kilometres from the employer's registered office or depot(s) and provides own transport , the amount per day for the first 50 kilometres (\$17.87) plus a payment for travelling time in excess of 50 kilometres with minimum payment of a quarter of an hour , plus payment for incidental expenses actually incurred other than private motor vehicle expenses in circumstances where a motor vehicle allowance is paid.
³ Fares allowance:	When required by the employer to start and/or cease work on the job site and the employer offers to provide transport free of charge , whether from the employee's home or the employer's registered office or depot(s) an amount of \$3.20 per day plus a payment for travelling time in excess of 50 kilometres with minimum payment of a quarter of an hour .
⁴ Motor vehicle allowance:	An employer must pay an employee a motor vehicle allowance of \$0.78 per kilometre as compensation for expenses where the employee, by agreement with their employer, uses their own motor vehicle in the following cases: (i) For the distance of the employee's journey which is in excess of the distance of the journey between the employee's home and their workshop or depot where the employee starts and finishes work at a job away from their workshop or depot (for travel in excess of 50 kilometres); or (ii) For the distance of the employee's journey where the employee is recalled to work overtime after leaving their employer's business; or (iii) For the distance of the employee's journey in travelling between their workshop or depot and a job or between jobs; or (iv) For the distance of the employee's journey in travelling to or from distant work.

ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING AWARD 2010

QUICK REFERENCE

A quick reference to key points of the award, such as rates for allowances and disabilities currently payable.

APPRENTICES

Apprentices' conditions of apprenticeship and employment are governed by the Apprenticeship and Traineeship Act, 2001 and the Electrical, Electronic and Communications Contracting Award 2010.

ALL PURPOSE HOURLY RATE

The allowances listed below form part of the all purpose hourly rate: The weekly all-purpose rate of pay is payable for all-purposes of the award and will be included as appropriate when calculating payments for overtime, all forms of paid leave, annual leave loading, public holidays and pro rata payments on termination.

ALL PURPOSE ALLOWANCES			
Clause	Description	% of EW5 standard weekly rate	Amount
17.2 (f)	Electrical distribution line maintenance and tree clearing allowance (per week)	7.7%	\$57.46
17.2 (c)	Electrician's licence allowance (per week)	3.6%	\$26.86
17.2 (a)	Industry allowance (per week)	3.7%	\$27.61
17.2 (d)	Leading hand allowance (per week) in charge of:		
	3-10 employees	4.3%	\$32.09
	11-20 employees	6.0%	\$44.77
	More than 20 employees	8.1%	\$60.44
17.2 (e)	Nominee allowance (per week)	9.2%	\$68.65
17.2 (g) (i)	Rate for ordering materials (per week) Not payable if receiving leading hand allowance	2.0%	\$14.92
17.2 (g) (ii)	Rate for ordering materials (per day) Not payable if receiving leading hand allowance	0.4%	\$2.98
17.2 (b)	Tool allowance (per week)	N/A	\$18.31

*The leading hand allowance amounts are the minimum payable and increase in accordance with the provisions of award clause 17.2(d).

SPECIAL ALLOWANCES			
Clause	Description	% of EW5 standard weekly rate	Amount
26.6	Availability for duty (per week)	8.8%	\$65.67
17.3 (c) (i)	Compensation for loss of tools	N/A	\$376.00
17.3 (b)	First aid allowance (per week)	2.1%	\$15.67
17.6 (a) (i)	Living away on distant work – board and lodging (per week)	N/A	\$455.20
17.6 (a) (iii)	Living away on distant work – meal allowance	N/A	\$14.25
17.3 (a) (i)	Meal allowance (overtime)	N/A	\$14.25
17.5 (b)	Motor vehicle allowance (per kilometre)	N/A	\$0.78
17.4 (a) (iii)	Multi-storey allowance (per hour)		
	0-15 floors	2.6%	\$0.51
	16-30 floors	3.2%	\$0.63
	31-45 floors	4.9%	\$0.96
	46-60 floors	6.2%	\$1.22
	More than 60 floors	7.9%	\$1.55
17.4 (b) (i)	Towers allowance (per hour)	3.2%	\$0.63
17.5 (c)	Travel time allowance (other than apprentices)	N/A	\$5.49
16.4 (c) (ii)	Travel time allowance (trainee apprentice)		
	1st year	N/A	\$2.53
	2nd year	N/A	\$3.24
	3rd year	N/A	\$4.23
	4th year	N/A	\$4.72

Clause	Description	% of EW5 standard weekly rate	Amount
16.4 (a) (iii)	Travel time allowance (indentured apprentice) – commenced apprenticeship prior to 1 January 2014 1 st year 2 nd year 3 rd year 4 th year	N/A N/A N/A N/A	\$2.20 \$2.85 \$3.84 \$4.50
16.4 (a) (iii)	Travel time allowance (indentured apprentice) – commenced apprenticeship on or after 1 January 2014 1 st year 2 nd year 3 rd year 4 th year	N/A N/A N/A N/A	\$2.47 \$3.13 \$3.84 \$4.50
16.4 (b) (vi)	Travel time allowance (adult indentured apprentice) commenced apprenticeship on or after 1 January 2014 1 st year 2 nd year 3 rd year 4 th year	N/A N/A N/A N/A	\$4.39 \$4.78 \$4.78 \$4.78
17.5 (d)	Travel time. Start and finish at job site		
17.5 (d) (i)	Job site up to 50km from office (own transport) (per day)	N/A	\$17.87
17.5 (d) (ii)	Job site more than 50km from office (own transport) (per day)	N/A	\$17.87 + time
17.5 (d) (iii)	Free transport (per day)	N/A	\$3.20